

## CHESHIRE FIRE AUTHORITY

ITEM : 7

**MEETING OF :** PERFORMANCE & OVERVIEW COMMITTEE  
**DATE :** 25 SEPTEMBER 2013  
**REPORT OF :** TIM BEVINGTON – HEAD OF PLANNING,  
PERFORMANCE & COMMUNICATION  
**AUTHOR :** ERIN FULTON – EQUALITY AND DIVERSITY OFFICER

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**SUBJECT :** Equality Monitoring Report 2012-13

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### Summary

1. This report is intended to provide members of Performance and Overview Committee with an update and commentary on the Equality Monitoring Report 2012-13. This document can be accessed electronically at <http://www.cheshirefire.gov.uk/about-us/fire-authority/performance-and-overview-committee>

**Recommended:** that

- [1] Performance and Overview Committee notes the report.

### Background

2. The Service has been collecting equality information for a number of years now in relation to both employment activities and services that it provides. This is the third year that such a report has been produced and published.
3. Over the last few years departments have continued to expand the areas where equality information has been collected. This information is collected on a quarterly basis and reviewed by the Equality Task Group.
4. Any issues arising are then used by the Task Group to commission work through specific task and finish groups and to inform the Corporate Equality Action Plan.
5. Councillor Stef Nelson recently handed over the role of Equality Champion after a number of years to Councillor Steven Wright. Councillor Wright received a verbal update in relation to the role and the work of the Equality Task Group prior to the July meeting.

### Key equality monitoring issues identified

6. Internal staffing issues:
  - There are now more female firefighters – mainly as a result of On Call recruitment

- Females are still struggling with upper body strength when we consider where they are failing the physical tests and during awareness days.
- A high percentage of operational staff are still not declaring whether they have a disability or their sexual orientation.

7. External public issues:

- There has been an increase in the number of HSAs delivered to those over the age of 65 (as would be expected) from 75.4% in 11-12 to 82.6% of the total number of HSAs completed during 12-13. This was also the case for those with a disability rising from 27% in 11-12 to 35% in 12-13.
- The number of young females taking part in the Cadet scheme has increased slightly.
- There has been a 10% increase in individuals stating that they have a disability taking part in the Cadet scheme.
- The Princes Trust Programme has also seen a considerable increase in the number of young people taking part who would classify themselves as having a disability. In 2011-12, 21 individuals said that they had a disability and in 2012-13, 82 (19.3% of all those who attended) stated that they were disabled.
- The number of enforcements and prohibitions that are issued to responsible persons who are from BME backgrounds appears to be disproportionate. A summary is detailed below;

	<b>Enforcements</b>	<b>Prohibitions</b>
<b>Cheshire East</b>	56% White British	9% White British 45% Chinese
<b>Cheshire West and Chester</b>	70% White British	20% White British 40% Chinese
<b>Halton and Warrington</b>	56% White British	40% Chinese

- The advocates within the CFP departments are speaking almost exclusively to individuals who state their ethnicity as being White British.

**Outstanding actions**

8. Actions arising from the monitoring report that need to be included in the Equality Action Plan include:

- Producing a DVD to be included on the Website that highlights the physical tests giving particular attention to the overhead lift and the weight that individuals need to be able to lift.
- Raise awareness of the importance of equality monitoring internally.
- Continue with positive action to improve the workforce diversity in relation to On Call recruitment.
- Sexual Orientation to be added to the overall headcount figures in the employment section of the report.
- Exit interview statistics to be collected and reported quarterly

- Disability awareness training to be undertaken with youth engagement staff
- CFP department to work with the Equalities team and BME support organisations to raise awareness of the issues that officers have been encountering in take away premises during enforcements and prohibitions.

### **Legal Implications**

9. Compliance with the duties in the Equality Act 2010 helps the Service to understand how different people will be affected by its activities with the aim of ensuring that its policies and services are appropriate and accessible to all and that they meet different people's needs. Monitoring assists the Service to highlight issues that require action.

### **Financial Implications**

10. Any costs associated with the work that is required will be funded through departmental budgets or the equalities budget.

### **Equality and Diversity**

11. The work undertaken is to further embed the Service's commitment to the mainstreaming of equality and diversity into our day to day processes.

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